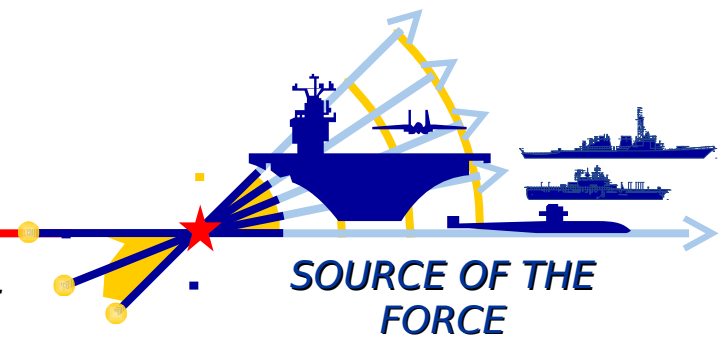


Naval Service Training Command

GREAT LAKES ✦ PENSACOLA ✦ NEWPORT



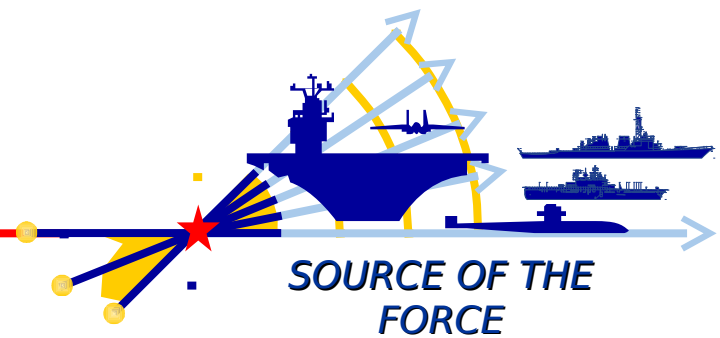
Training Council VTC

18 May 2004

Officer Training Command Pensacola
Captain John Nawrocki
Commanding Officer

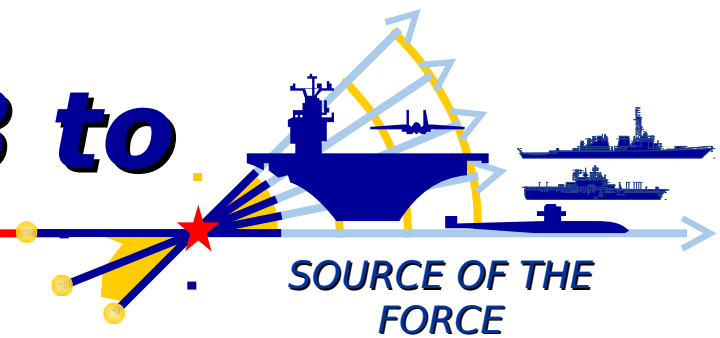


Q3 Areas of Assessment



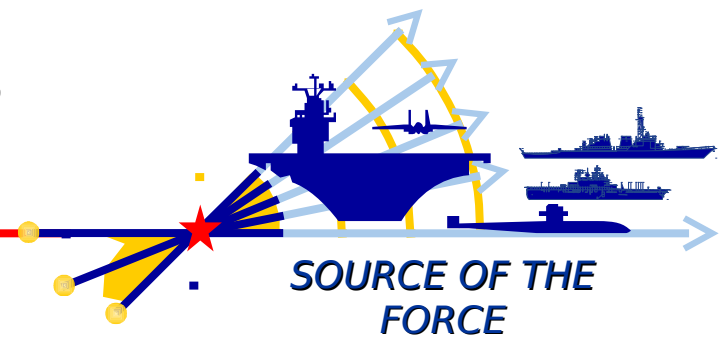
- **OCS Course Duration (Major Cost-Driver)**
- **OCS Seamanship/Navigation Curriculum**
- **DCO Sailorization**

OCS Course Reduction from 13 to 12 weeks



- **NETC Claimancy Objective 3.7**
 - **Perform continual improvement process in order to reduce total ownership costs by 3-5% per year**
- **Shorten OCS:**
 - **Maintain required curriculum**
 - **Satisfy PCCs**
 - **Reduce overall time/cost to train**
 - **Implement schedule that can get new officers to the fleet faster**

Assumptions from 1st OBOA



- **Sailorization is priority**
- **TRNG Time will not expand**
- **TRNG Funds will decrease**
- **01 APR PCCs are baseline**

ACCESSION DEVELOPMENT

SAILOR 101

MILITARIZATION

Military

Naval History
Damage Control

Seamanship

Customs and Courtesies

Watchstanding Basics

Navy Admin

ORM

DOD/DON Mission/ Policy/ORG

Military Law

First Aid/CPR/AED

Weapons Familiarization

Positional Responsibility

Military Bearing/

Appearance

Military Inspection
and Drill

MILITARIZATION

SOURCE OF THE
FORCE

CHARACTER

LEADERSHIP

READINESS

ASSESSMENT

SAILORIZATION

CHARACTER

Acculturation

Physical Readiness/Wellness

Sailor's Creed/Code of Conduct

Equal Opportunity/NR&R

Naval Heritage

Interpersonal Skills

Personal Responsibility

ACCESSION DEVELOPMENT

Affective Traits

Accountability

Adaptability

Authority

Ethics

Communication

Skills

Critical Thinking

Cultural

Effective Decision Making

Emotional Intelligence

Fairness

Followership

Foresight/Vision

Humility

Initiative

Loyalty

Patriotism

Responsibility

Self-sacrifice

Strategic Thinking

Teamwork

Tenacity

LEADERSHIP

Leadership and Management

Time Management

Resource Management

READINESS

Physical Readiness

Physical Fitness Assessment

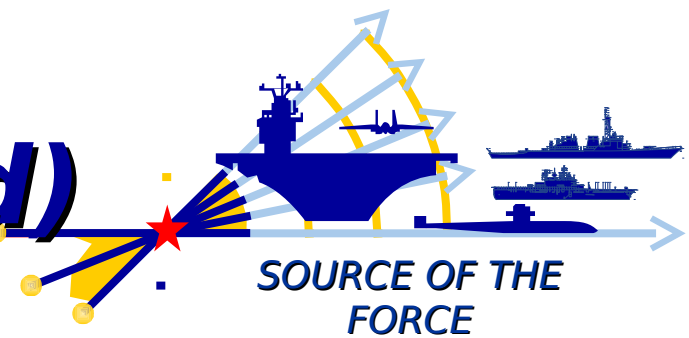
Swim Qualification

ASSESSMENT

Program Completion

Capstone Event

Overview (current/proposed)



- **Officer Candidate School**

- **OCS Course Length (Days)**

89 current / 82 proposed

- **Training Days (Based upon and 8 Hour Work Day)**

67 current / 62 proposed

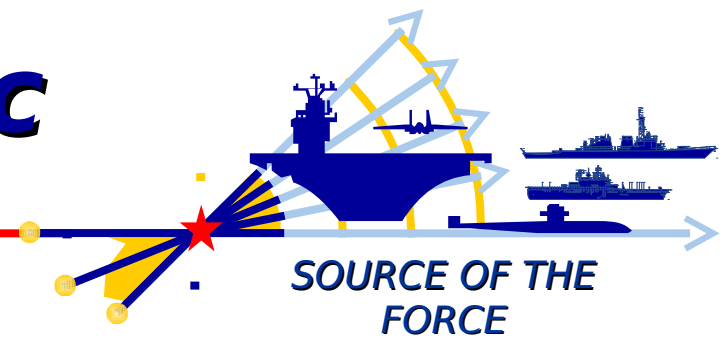
- **Training Hours**

536 current / 496 proposed

SOURCE OF THE FORCE

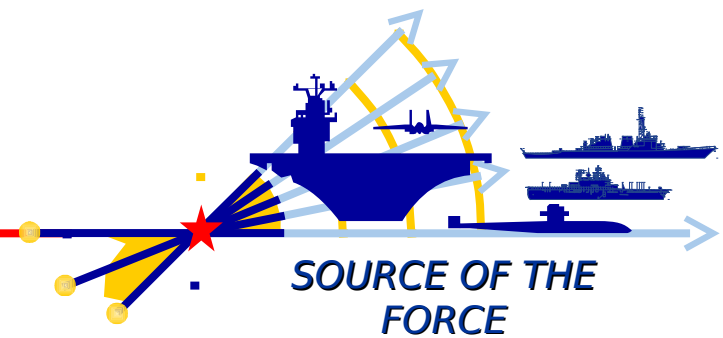
- 7

OCS Non-Academic Efficiencies



- **Efficiently combine duplicate meetings/events**
 - Table Top Exercise/LDC, OCS Stds & Perf Psych #1
- **Capture time savings due to reduced class size (1200 FY02 to 688 FY05)**
 - Small Arms Range/Briefings/LDC/Senior Officer Briefs
- **Discounting training conducted during non-training hours:**
 - CO/XO/Director Briefs, Sword Drill
- **Result: 30 hours of training saved**

OCS Additions

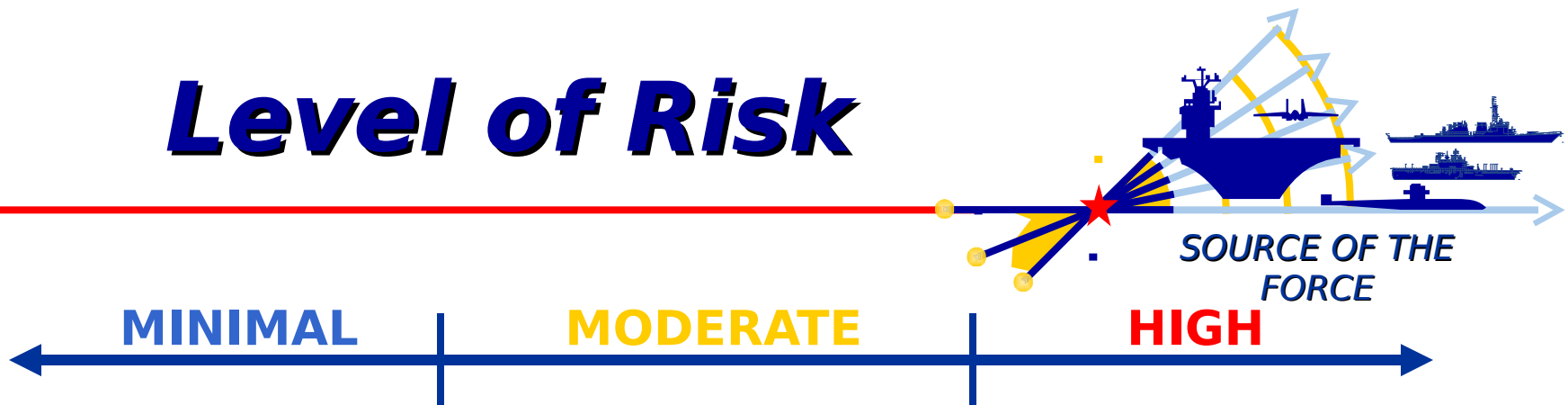


- **Indoor parade practice** **2 hours**
- **Class Team RLP insp prep** **4 hours**
- **Class Officer mentorship** **2 hours**

- **Result:** **8 hours training added**

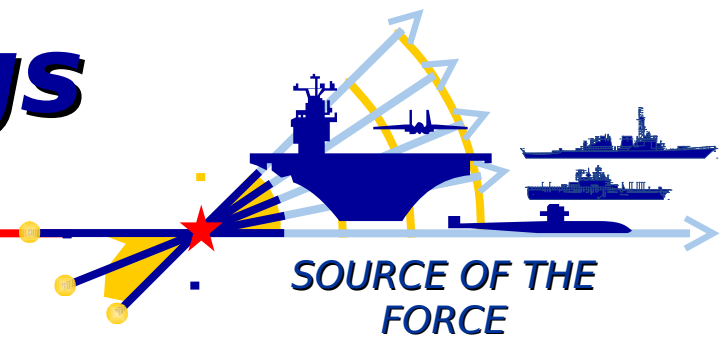
- **Overall result:** **40 hours training saved**

Level of Risk



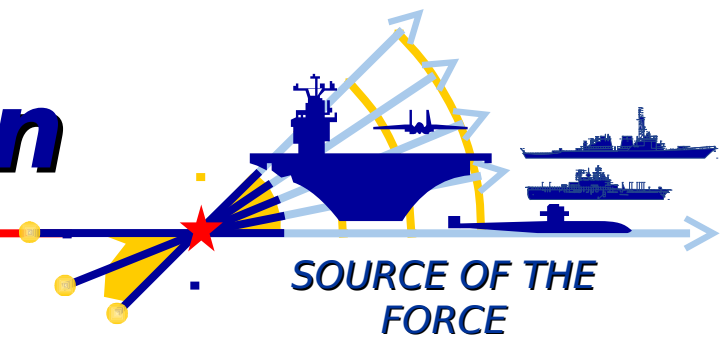
- **Overall - “Minimal”**
- **Dental / Medical / Special Physicals - Minimal - (Less time to satisfy all requirements)**
- **Training Quality Impact - Minimal - (Areas to be reduced are considered redundant)**
- **PSD / Transfer processing - Minimal - (No Impact)**
- **FIT / Remedial swim populations - Minimal - (No Impact)**
- **Uniform / Tailoring - Minimal - (No Impact)**
- **Short term IA increase / scheduling at follow-on training - Minimal**
- **OCS Scheduling - Minimal (requires greater foresight/forehandedness)**

Projected Savings (Training)



- **Time to Train reduced by 7 Days**
- **Total expected Cost to Train savings = \$725K**
Per Annum
 - **OCS Student Loading (FY05) = 688 (Output)**
 - **Student cost = \$137 Per Day/Per Student**
 - **Student Loading X Student Cost X TTT**

Recommendation

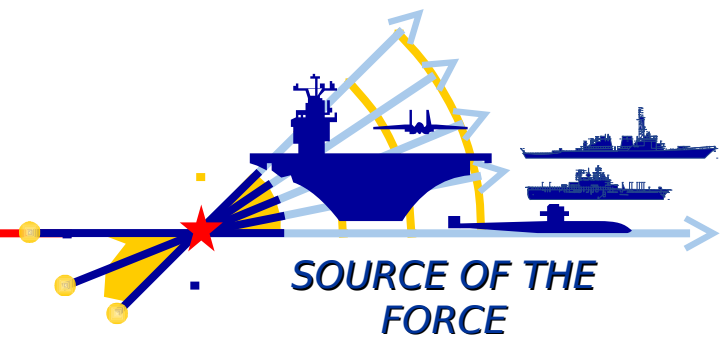


- **CO OTCP brief OBOA in June**
- **NSTC favorably endorse one week reduction of OCS**
- **Start 11 July 04 (1st class of FY05)**



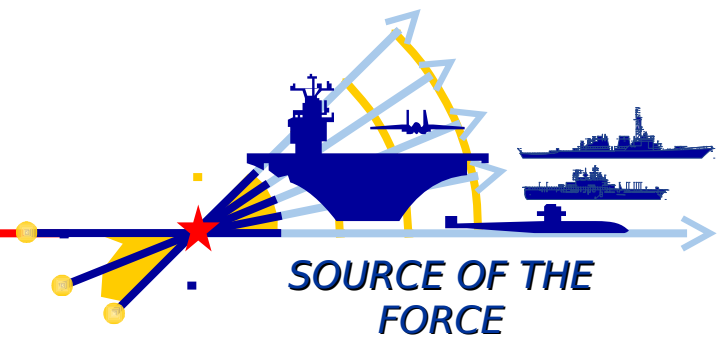
Questions?

Q3 Efficiencies



NSTC Supporting Objective 3.7 - Perform a quarterly assessment of each accession program's efficiencies and related process improvements that reduce total ownership cost in the Navy			
Area Assessed	Efficiency Identified	Expected Reduction in TOC (Target)	Internal or external efficiency
OCS Course Duration	Reduce Course from 13 to 12 weeks	\$725K Annual starting in FY06	Internal/External
OCS Seamanship/Navigation Curriculum	Yard Patrol Craft replaced with 20B6D Shipboard simulators (relocated from OTCN FY05)	800K Annual starting FY06	Internal
DCO Sailorization	Move DCO from BOQ/Hotels to OTCP barracks	150K Annual (CNRF)	Internal/External

Q4 Areas of Assessment



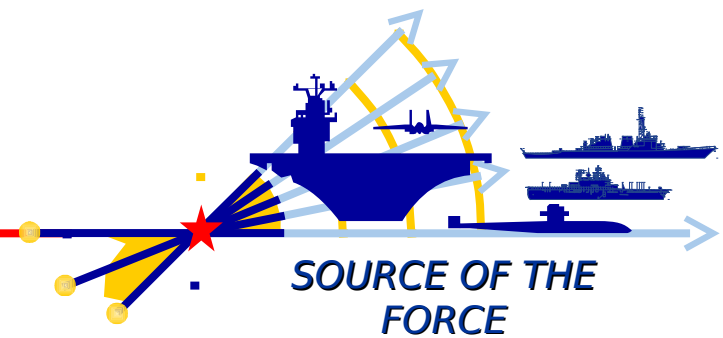
- **OTCP Web-based DEP Enhancement Program (OWDEP)**
- **Single Integrated Course Schedule**
- **OTCP Printing Costs**

Q4 Efficiencies



NSTC Supporting Objective 3.7 - Perform a quarterly assessment of each accession program's efficiencies and related process improvements that reduce total ownership cost in the Navy		
Area Assessed	Efficiency Identified	Internal or external efficiency
OWDEP	Provide Mandatory On-Line Training for Physical Fitness; Military Knowledge; Naval History; Customs and Courtesies	Internal/External
Single Integrated Course Schedule	Optimizes classroom and instructor assignments, leverages experience of all OTCP schools in order to maximize efficiency of staff, while enhancing the quality of training of OTCP students.	Internal
OTCP Printing Costs	CD R/W installed in AECs to reduce annual hard copy reproduction costs	Internal

Program Issues



- **Excursion OIS relocating to OTCP identifies ROI \$6M/yr across FYDP (beginning as early as 2nd yr)**



Backups

OBOA PCC Prioritization



- **PCC Prioritization**

- **Reviewed 259 PCCs**

- **Model - Expert ChoiceTM**

- **Decision support tool to rank order PCCs**

Integrity,
Moral Courage and
Ethical Behavior

Authority
Responsibility
Accountability

2 Semester English
Computer Systems

Physical Fitness
Military Appearance

Intelligence
Electronic Warfare

RT Terminology
Internal Comms
Visual Comms

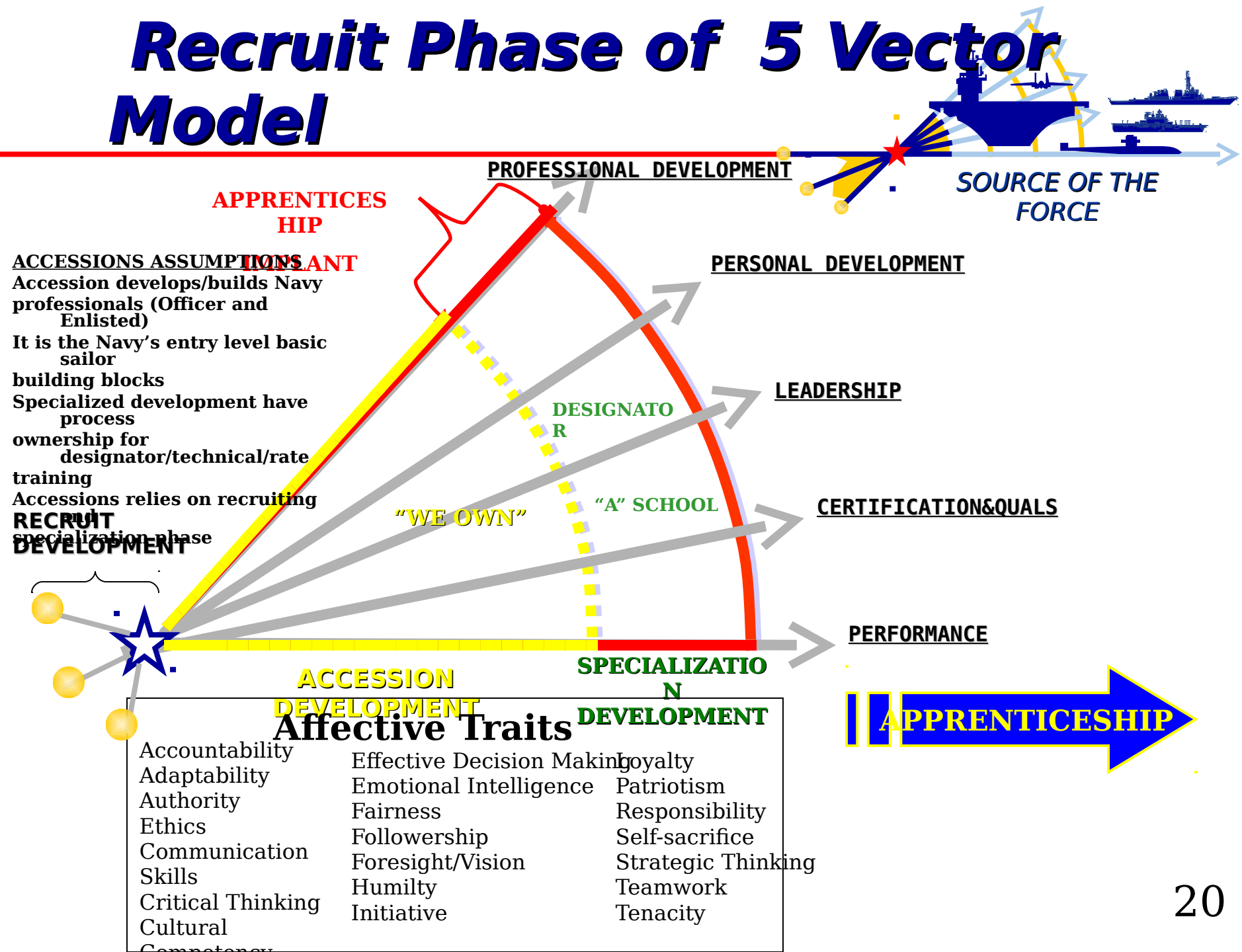
Skipper "B" Quals

Celestial Nav

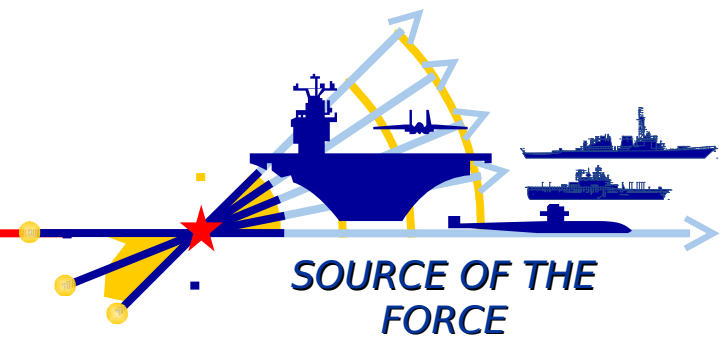
LOW

PCC Prioritization High

Recruit Phase of 5 Vector Model



Overview



- **Officer Candidate School (Proposed)**

- **OCS Course Length (Days)**

82

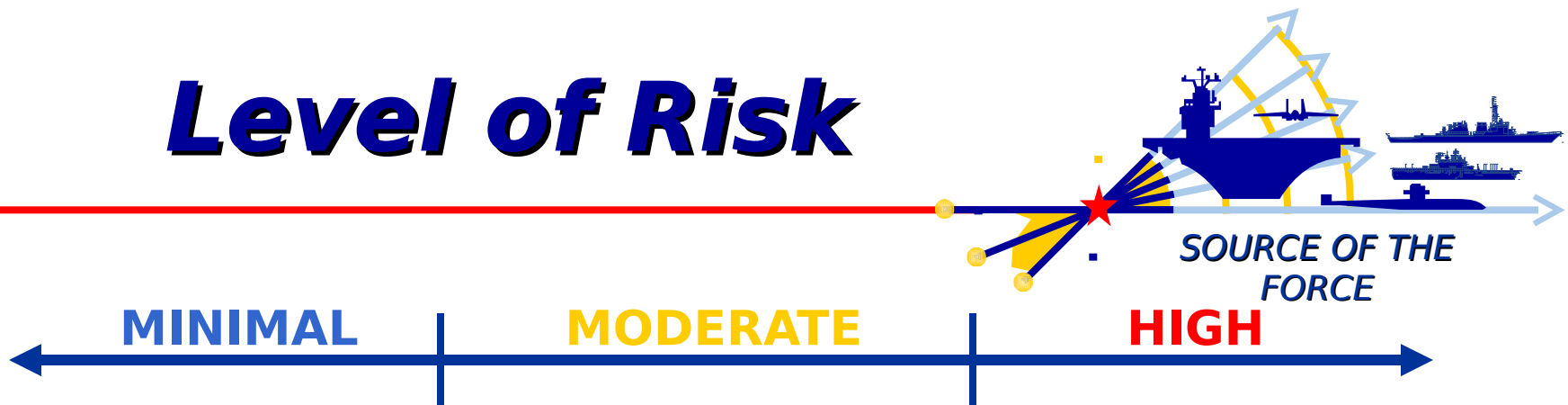
- **Training Days (Based upon and 8 Hour Work Day)**

62

- Training Hours**

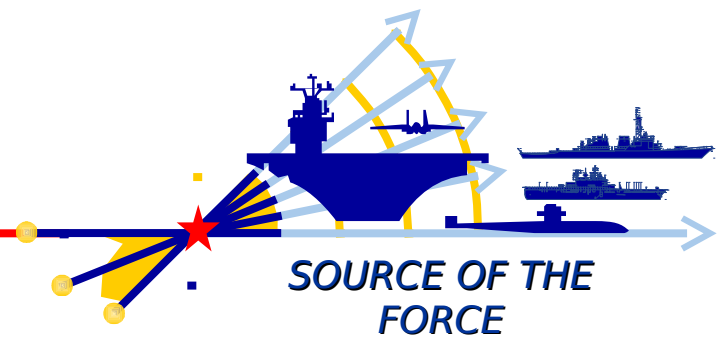
496 Training Hours

Level of Risk



- **Minimal:** Little to no impact on existing curriculum. Little to no impact on qualifications, performance, standards and/or readiness requirements to include PFA, Swim, Medical, & Dental.
- **Moderate:** May requires changes to existing curriculum and/or impacts qualifications, performance, or readiness requirements. Moderate risk includes anticipated increases in remedial training numbers as a result of the efficiency but are not sufficient to preclude going forward with the change.
- **High:** Likely result in the loss/move of existing curriculum. Changes will significantly impact qualifications, performance, standards, and/or readiness requirements. Anticipate increased numbers of remedial cases that may preclude going forward with the change. Likely require a change in readiness requirements unless additional manning provided.

Cost to Train Reduction



FY	05	06	07	08	09	10	11	Total	Average
Reduce OCS to 12 Weeks - Cost to Train Savings⁴									
OCS Loading	688	652	700	767	754	754	754	5069	724
OCS Loading w/attrition (10%)	757	717	770	844	829	829	829	5576	797
Savings	725.7	687.7	738.4	809.0	795.3	795.3	795.3	5346.8	763.8

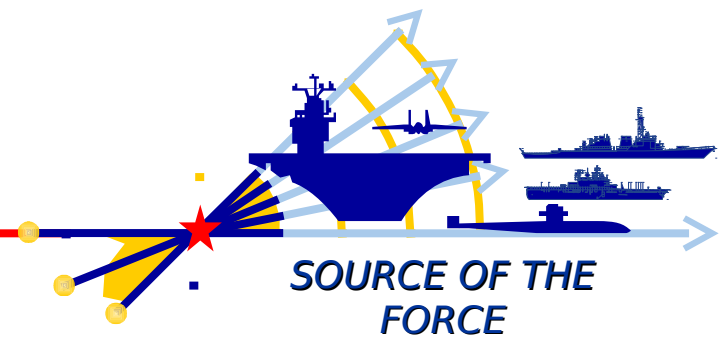
* Dollars in thousands

Data



ID	Alternative	Total	Costs	Does this PCC meet Fleet requirements for the foundational development of a Navy professional? (L: .000 G: .000)	Relevance (L: .372 G: .372)	Criticality (L: .627 G: .627)	Does this PCC still meet a valid Fleet requirement beyond accessions training? (L: .000 G: .000)
1	II-J3:integrity	0.995		1	0.989	1	
2	II-J4:courage (moral and physical)	0.976		1	0.955	0.989	
3	II-F2:Comprehend the relationship of integrity, moral courage, and ethical behavior to authority,...	0.964		1	0.944	0.978	
4	II-F3:Comprehend the standards of conduct for military personnel.	0.901		1	0.868	0.921	
5	III-B6:Comprehend the role of commissioned officers as members of the U.S. Armed Forces and know ...	0.89		1	0.89	0.89	
6	II-F1:Comprehend the leader's moral and ethical responsibilities to the organization and society.	0.881		1	0.868	0.89	
7	II-A:Comprehend the interrelationship between authority, responsibility, and accountability within...	0.878		1	0.879	0.879	
8	II-J2:honor	0.876		1	0.888	0.87	
9	II-E4:chain of command	0.865		1	0.865	0.865	
10	II-I:Comprehend the relationship of the Navy's Core Values to the role and responsibilities of a ...	0.844		1	0.854	0.839	
11	II-E3:the officer-enlisted professional relationship	0.84		1	0.828	0.848	
12	II-K:Comprehend the major principle of the Code of Conduct and be able to apply it to a leader's ...	0.826		1	0.805	0.839	
13	I-A1:Satisfactorily complete a minimum of two semesters, or equivalent, of English, grammar and ...	0.819		1	0.888	0.779	
14	II-J1:loyalty	0.813		1	0.865	0.783	
15	II-E5:morale and esprit de corps	0.796		1	0.791	0.8	
16	VII-B:Demonstrate a fit military appearance by conforming to applicable Navy or Marine Corps ...	0.786		1	0.811	0.771	
17	II-E1:use of authority	0.785		1	0.805	0.774	
18	III-J1:Comprehend the OPSEC process.	0.785		1	0.76	0.8	
19	VII-A:Demonstrate personal physical fitness by conforming to Navy or Marine Corps physical fitness..	0.781		1	0.865	0.731	
20	I-D:Know modern basic computer systems including hardware and	0.772		1	0.766	0.777	
21	II-G3:Demonstrate characteristics of effective oral and written	0.772		1	0.848	0.728	
22	II-F5:Comprehend the provisions of official policies regarding prevention of sexual harassment ...	0.763		1	0.774	0.756	

OCS Efficiency Review Results (con't)



ACADEMICS:

Listed below are the estimated time blocks that can be removed from Academics' portion of the OCS Schedule:

NH-	No change
DC-	2 hrs (unnecessary)
ML-	12 hrs (combine class with NA)
NS-	2 hrs (unnecessary)
NV-	3 hrs (unnecessary)
NW-	No change
NA-	+5 hrs (net change between NA mods and ML combination)
EN-	4 hrs (change to self-paced curriculum)
TOTAL:	18 hour reduction

Proposed changes to the NA curriculum include:

- modify the Message Drafting Chapter to be more contemporary
- modify the Security Chapter to eliminate redundancy with Warfare
- modify the 3M introduction to limit the amount of input - generalize the information
- Remove the Class CPO Divisional Admin instruction- the same topics are covered by ML

and NA

curriculum.

- Add ML compromise course between current OCS ML and DCO ML

EN Curriculum is set at 1.5 to 2 hrs per session, once each in weeks 4,6,8, and 10.

OCS Efficiency Review Results (con't)

CLASS TEAM

Combine Personal Intros (NL-5) and Oral Presentations (NL-9)	1	1
Combine OCS Stds and Perf. Psych. 1		1
Communication Skills (NL-8)- reduce to one hour		1
Planning, Delegation, and Problem solving (NL-6)- reduce to two hours		1
Delete Table Top Exercise (NL-14)- this is covered in LDC	3	
Personal Excellence (PD-6)- reduce to one hour		1
Pistol Qual (MT-12)- with smaller classes, reduce to five hours		3
Combine Perf. Psych. 2 and 3	1	
Delete Intro to Div. Admin (NL-3)- this is taught in NA/ML		2
Peer Evaluations (NL-14)- reduce to one hour	1	
Senior Officer Briefs (NL-11)- lack of participation and time consuming		
However, have a brief from each squad (4 total)-reduce to two hours		4
CPR/First Aid (SP-10)- smaller classes, reduce to four hours		2
LDC (NL-15)- smaller classes, reduce to three hours		2
Combine MT-13 (wpns ass/disass) with MT-4 (uniform marking)		
and use same time block.		2
Sword Drill (MT-9)- reduce to two hours		2
2 hours from Directors brief and 1 hour from Captains brief		
(Directors lunch and Captains lunch don't count it's lunch time anyway)		
Other 2 Directors briefs only take 30 minutes each	3	

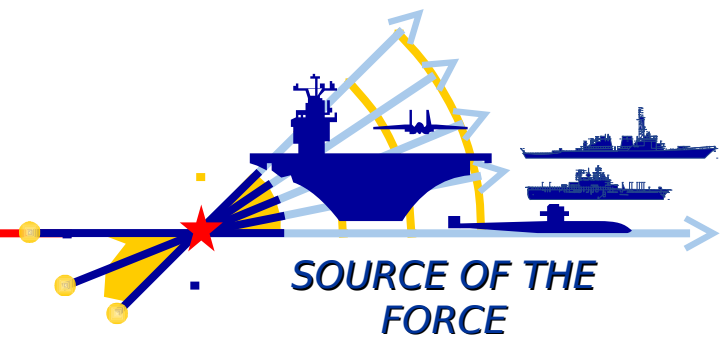
Total hours saved

30



**SOURCE OF THE
FORCE**
Hours saved:

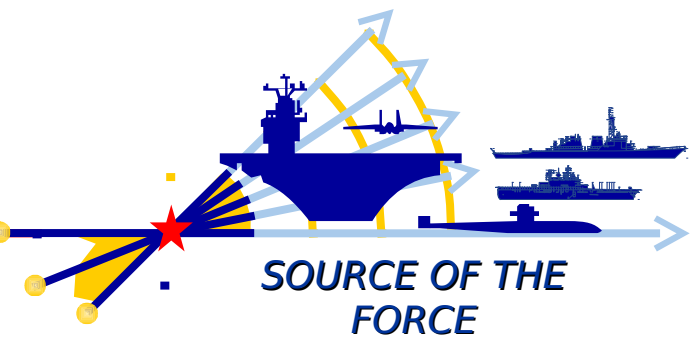
OCS Efficiency Review Results (con't)



Items to be incorporated into schedule (not currently accounted for):

Indoor Parade Practice	2	
Class Team RLP instruction		4
Class Interviews		2
Total hours added	8	

OCS Efficiency Review Examples



PCC III-D: 1. Know the shipboard administrative organization including the primary duties of Commanding Officer, Executive Officer, Department Heads, and Division Officers (9.22, 7.47, 6.50)

PCC is covered by three NW EOs, but is also touched on in parts of the lectures for at least one NL class and in NA. By eliminating this redundancy, we have been able to remove time from the lecture without eliminating instruction on a PCC

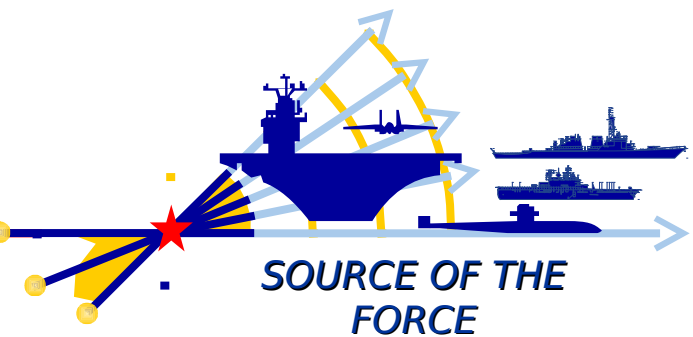
PCCIII-E: 2. Know the basic elements of personal finances, including pay, taxes, death benefits, insurance, savings, investments, and wills. (7.55-.61)

PCC is covered by NA EO 7.55-61. Additionally, there is a financial mgmt seminar led by an actual financial advisor. By reducing depth in the NA EOs, we have been able to shorten the lectures while still covering PCC requirement

PCC III-E-4(a) (1) Know the role of the enlisted performance evaluation with regard to advancement and detailing and demonstrate an ability to complete the evaluation form. (7.75-.82)

PCC is covered by NA EOs 7.75-.82 and also covered by a NL course. By reducing depth in the NL we have been able to shorten the lectures while still covering PCC requirement.

OCS Efficiency Review Examples



PCC III-D: 1. Know the shipboard administrative organization including the primary duties of Commanding Officer, Executive Officer, Department Heads, and Division Officers (9.22, 7.47, 6.50)

PCC is covered by NW EO, but is also touched on in parts of the lectures for one of the NL classes and in NA. By eliminating this redundancy, we have been able to remove time from the lecture without eliminating instruction on a PCC

Enabling Objectives

9.22: Naval Warfare: Describe the basic functions of the following shipboard personnel: CO, XO, DH, Div O, LCPO, LPO, and WCS.

7.47: Naval Admin: Define the roles of the Department Head, Division Officer and Work Center Supervisor in the 3M system

6.50: Naval Leadership: Describe the establishment of the chain of command within various naval communities